

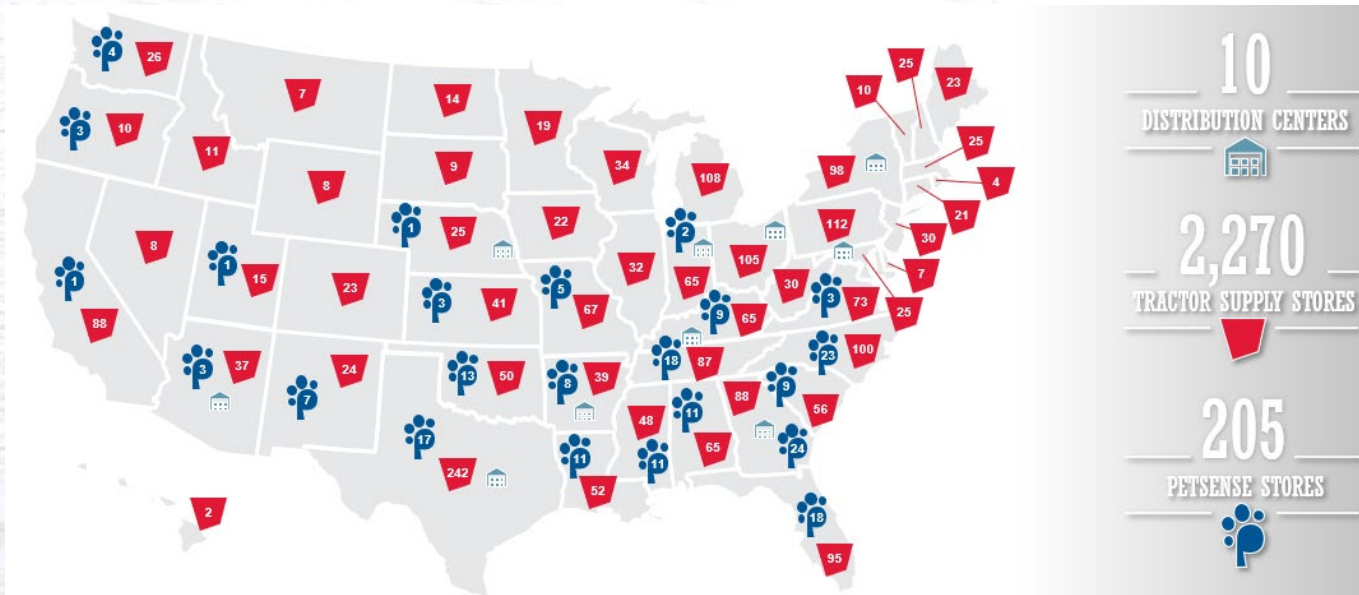


TRACTOR[®] SUPPLY CO

LIFE  HERE

Who Are We?

- Largest rural lifestyle retailer in the U.S.
- Founded in 1938, 1st store opened 1939 in Minot, ND
- 2,400+ stores and 50,000+ employees in 49 states
- 30M+ customers served in 2023
- Offer products to care for home, land, pets and animals
- Our purpose is to serve “Life Out Here”
- Longevity is attributed to living our Mission and Values



TSC TRACTOR SUPPLY CO. MISSION

★
*To work hard, have fun and make money
by providing legendary service and great
products at everyday low prices.*

★ OUR CUSTOMER

We are committed to being an integral part of our customer's lives by being the most dependable Supplier of Out Here Lifestyle solutions.

OUR TEAM

We value a safe, respectful and inclusive work environment. We are focused on investing in the Team Member experience and building a diverse and high-performing Team with the critical skills and capabilities to support our growth.

OUR COMMUNITY

We support the communities in which we serve the Out Here Lifestyle through partnerships and sustainable practices.

OUR STAKEHOLDERS

We are a growth company that delivers a strong total return for our shareholders, as well as for our vendors and partners.

TSC TRACTOR SUPPLY CO. VALUES

★ ETHICS

Do the “right thing” and always encourage others to do the right, honest & ethical things.

RESPECT

Treat others with the same consideration we expect for ourselves. Be a champion for diversity and inclusion.

BALANCE

Manage your time for both business and personal success.

WINNING ATTITUDE

Have a “can-do” attitude.
Be positive, upbeat and focused. We are winners!

COMMUNICATION

Share information, ask questions, listen effectively, speak thoughtfully and let ideas live.

DEVELOPMENT

Learn from each other. Teach, coach and listen. Create an environment where everyone can be a “star.”

TEAMWORK

Value different viewpoints. Execute the agreed-upon plans. Together, everyone achieves more!

CHANGE

Accept it. Embrace it. Initiate it.
Do everything better, faster and cheaper.

INITIATIVE

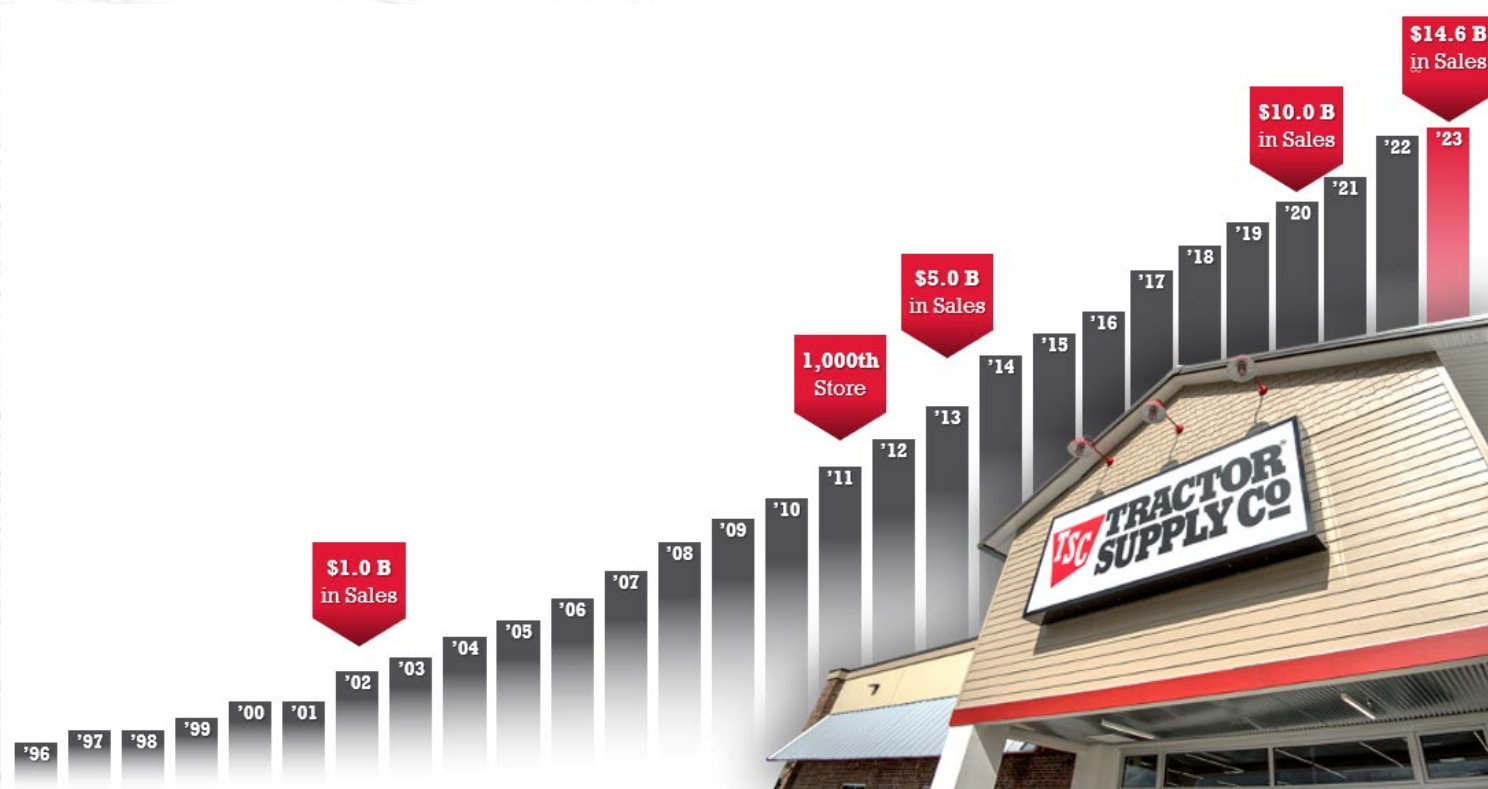
Seek opportunities. Use good judgement. Take intelligent risks. Drive speed to market. Champion ideas.

ACCOUNTABILITY

Know responsibilities. Live up to your commitments

Growth and Success

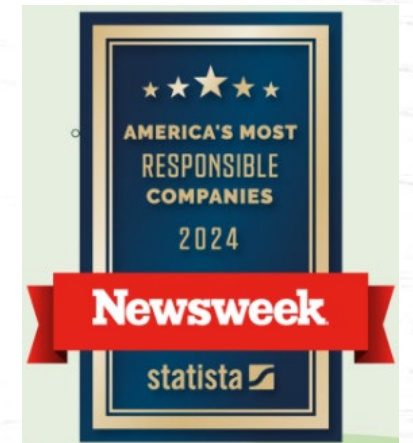
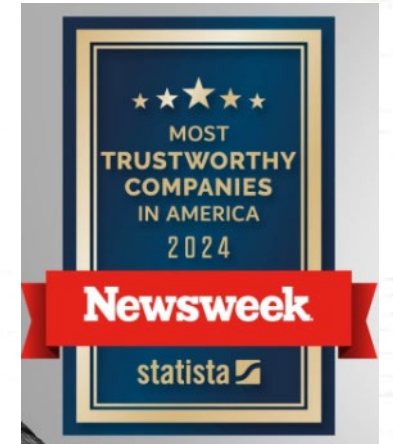
- \$14.6B net sales in 2023
 - #293 on Fortune 500
 - Revenue grown by 75%+ in 5 years
 - Top 5 performing S&P 500 stock since 2000
 - World's largest seller of bagged feed and food for livestock and companion animals
- Key Acquisitions
 - PetSense (2016)
 - Orscheln (2022)
 - Allivet (2024) Pending
 - Invested \$2.5B in the business since 2020
 - Long term target of 3,000 stores



Tractor Supply will continue to evolve and invest for growth, always focusing on the needs of our customers who are passionate about living Life Out Here

Working for Tractor Supply

- Strong Third-Party Recognition and Validation



- Industry-leading benefits for eligible employees
 - Bonus Incentive Programs
 - Employee Stock Purchase Plan
 - 401k Retirement Savings
 - Tuition Reimbursement
 - Health Insurance for PT and FT Team Members
 - PTO and Leave Policies
 - Company Discounts

Current DC Network

- RDC Locations (10)

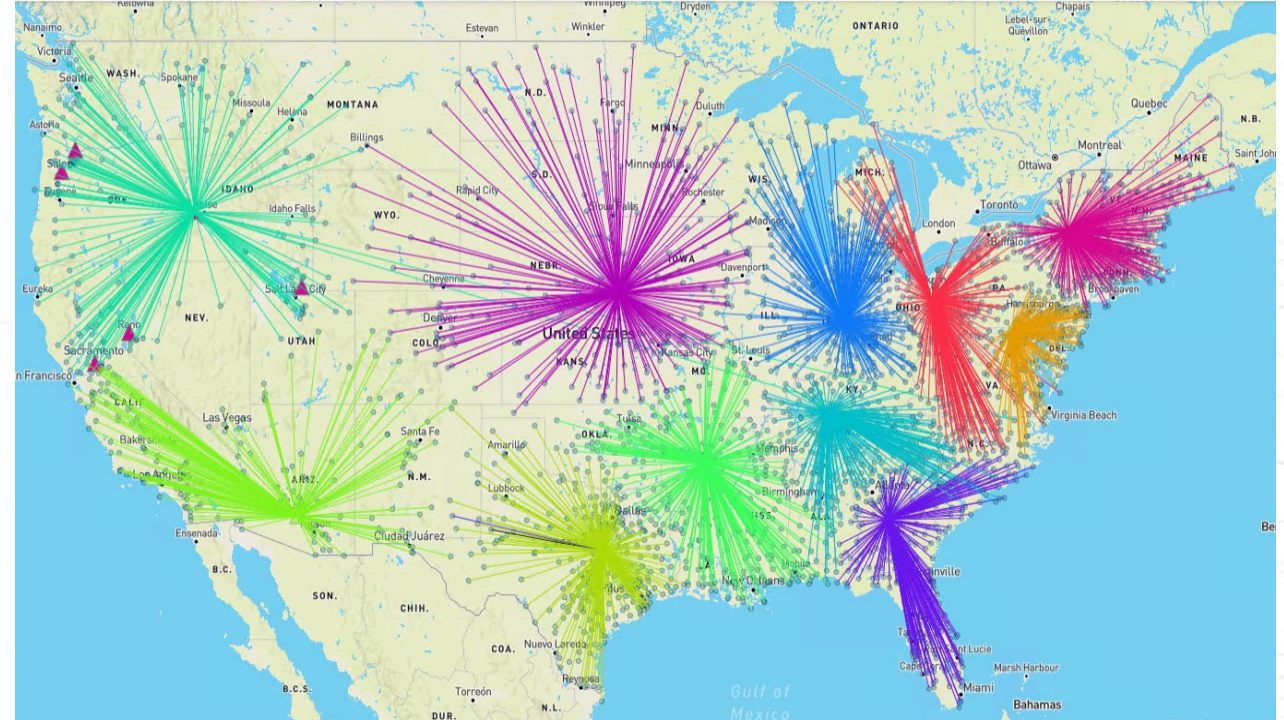
- Frankfort, NY
- Hagerstown, MD
- Macon, GA
- Navarre, OH
- Pendleton, IN
- Franklin, KY
- Waverly, NE
- Waco, TX
- Casa Grande, AZ
- Maumelle, AR



- Over 5,000 employees
- ~80% of products flow through DCs
- Additional DC Types:
 - Import Centers
 - Mixing Centers
- LEED® Certification:
 - (1) DC is Certified
 - (1) DC is Silver Certified
 - (1) DC is Gold Certified
 - (1) DC Built to Gold (pending certification)

Tractor Supply's Impact in Idaho

- TSC in Idaho (Current)
 - 11 stores
 - 180+ employees
- Proposed DC
 - +/- 864K SqFt, 116 acres
 - 200+ stores serviced at full ramp
 - 500+ employees at full ramp
 - Go Live Late 2026
- **Why Nampa?**
 - Considered sites in 5 states
 - Community and workforce
 - Growing store base



Tractor Supply in the Community



The **Tractor Supply Company Foundation**'s vision is to foster and support vibrant rural communities now and for the future of *Life Out Here*.

- Committed to supporting vibrant rural communities for all
 - Donated nearly \$16 million in 2023
 - 5 year, \$5 million FFA Future Leaders Scholarship
 - \$1 million to Hometown Heroes charities in 2024
- Areas of Focus
 - Agriculture education initiatives for youth through FFA and 4-H
 - Preserving and protecting land, companion pets and animals
 - Supporting our Hometown Heroes: military, veterans and first responders
 - Be a good neighbor in communities we call home

Tractor Supply in the Community

- FFA
 - 38+ years of partnership (TSC is largest funder)
 - \$7M raised for Grants for Growing Fundraiser supporting ag projects
 - \$2.4M raised through sale of FFA Shirts
 - \$5M FFA Future Leaders scholarship program
- 4-H
 - 13+ years of partnership with 4-H
 - >\$20M raised through Paper Clover campaigns
- Military/Veteran support through:
 - Folds of Honor
 - Farmer Veteran Coalition
 - K9s For Warriors
- Make-A-Wish
 - Granted 25 “rural lifestyle” wishes to date
 - Gifted Brylee with a Highland Mini cow
 - Gave Caroline a shopping spree for disabled dogs
 - Surprised Elaina with a puppy



Tractor Supply: Partnering for a Stronger Future

- Long history of growth for more than 85 years
- Committed to being an employer of choice in rural America
- Strong track record of positive economic impact in DC communities
- Dedicated to preserving and protecting Life Out Here for future generations by giving back to our communities
- Bright future growth prospects with the opening of 90 new stores in 2025 and a long runway for growth